



SAFE & TOGETHER  
INSTITUTE

# ANNUAL IMPACT REPORT

2020



## SAFE & TOGETHER INSTITUTE

### TABLE OF CONTENTS

<b>INTRODUCTION</b>	
Message from <b>The Founder</b>	4
<b>OVERVIEW</b>	
Global <b>Reach</b>	6
Global Evaluation <b>Data</b>	8
<b>DEVELOPMENT</b>	
Mission & <b>Vision</b>	10
Faculty <b>Highlights</b>	11
<b>SPOTLIGHTS</b>	
Asia Pacific <b>Partners</b>	12
European <b>Partners</b>	14
North America <b>Partners</b>	16
Regional <b>Conferences</b>	18
Champion <b>Awards</b>	19
The Trainer Certification <b>Program</b>	20
E-learning <b>Courses</b>	21
<b>STRATEGY</b>	
New <b>Developments</b>	22

SAFE & TOGETHER INSTITUTE  
MESSAGE FROM  
THE FOUNDER

*David Mandel*



As we, the Safe & Together Institute, look back at 2019, our heads are swirling with excitement about all of it. It's difficult to even catalog all that has happened. So, before you turn to review our key achievements and milestones in the following pages of this first-ever Impact Report, I want to first reconnect you to our vision and mission, and then share with you our direction for 2020.

It is our desire to close the historic gap between practice in the child maltreatment and domestic violence fields, shift the emphasis of practice away from "failure to protect" to accountability and toward intervention with perpetrators as parents.

*Our organization is dedicated to transforming the way individual practitioners, agencies and communities respond to families impacted by domestic violence perpetrators' behaviors.*

The following concepts are key drivers of our work:

- Domestic violence perpetration is a parenting choice.
- Domestic violence perpetrators' behaviors and choices impact child and family functioning.
- Child-centered systems, particularly statutory child welfare, are natural allies of domestic violence survivors, and can be drivers of domestic violence-informed practice in their communities.
- Gender double-standards are preventing us from perceiving the parenting strengths of mothers and describing the impact, positive and negative, that father's choices have on child and family functioning.
- Systems, including child welfare and family courts, need to get better at assessing men as parents, and need to stop treating them as disposable or privileged.
- A global network of professionals trained to implement a perpetrator pattern-based approach to domestic violence can change outcomes for children, adult survivors and families.

These concepts get expressed in our trainings, consultations, research, trainer certification program, conferences, organizational assessments, podcast and e-learning. In 2019, we have deepened our efforts in all these areas. For example, we are releasing new training and resource materials for supervisors and managers with a strong focus on worker safety. Research and our work with agencies helped us identify that workers' fears about safety is one of the major barriers to implementing the Safe & Together Model. We saw exponential growth in our e-learning implementation.

*Over 21,000 individual e-learning licenses show how critical online learning is to sustainable change using new trainers and partner agencies across the globe. This program allows local agencies across the globe to achieve their goals of becoming domestic violence-informed at a lower cost with local staff.*

At the beginning of 2020, we are already excited about what we will be accomplishing this coming year. This will be our second year where we will be having Safe & Together Model conferences in three continents. We hope to see you at one of these events. Each of our conferences, (Asia Pacific event in Australia; European event in the UK; and North American event in the United States) serves as our "touchstone" event in each region. We hope people will return to annually to stay connected to our newest thinking and materials alongside the work of our partners.

We will be releasing our fifth e-course "Partnering with Survivors". This course will increase the capacity of professionals and agencies to become effective allies to adult survivors around the needs of their children.

We will be strengthening the Trainer Certification Program (TCP) through the release of our first fully online training credential: The Supervisor Training Curriculum Credential. This credentialing course will allow Partner Agencies to add another Safe & Together Model curricula to their trainers' approved delivery lists. In addition, we have plans for improved localization of training and resource material as well as new consulting services for Partner Agencies to help them achieve their goals.

We will also continue to release new episodes of our brand new podcast "Partnered with A Survivor" which widens out the availability of Safe & Together related content, and is part of our commitment to include the voices of survivors throughout our work.

These are just a few things we have planned for 2020. I invite you to attend our conferences, take an in-person or online training, listen to our podcast and visit us on social media. Please join with us in making the world safer and stronger.

David Mandel

## SAFE & TOGETHER BY THE NUMBERS

413 days of CORE and Overview Training globally

97 4-day CORE trainings hosted in 54 cities across 3 continents

25 Overview trainings hosted in 18 cities

Approximately 21,000 e-courses purchased globally

TCP

129 Active Certified Trainers globally

67 Active Partner Agencies

2256 professionals trained through the Trainer Certification Program's CORE and Overview trainings

Estimated impact of TCP on children globally based on conservative 10 caseload per individual average: **44,400 children impacted.**



### NORTH AMERICA

15 CORE trainings

4 Overview trainings

10 Active Partner Agencies  
29 Active Certified Trainers  
3 CORE trainings  
4 Overview trainings

7th North American Conference  
Denver, CO  
71 attendees

## SAFE & TOGETHER GLOBAL REACH

### EUROPE

33 CORE trainings

10 Overview trainings

41 Active Partner Agencies  
50 Active Certified Trainers  
31 CORE trainings  
7 Overview trainings

1st European Conference  
University of Stirling,  
Stirling UK  
101 attendees



### ASIA PACIFIC

49 CORE trainings

11 Overview trainings

16 Active Partner Agencies  
50 Active Certified Trainers  
41 CORE trainings  
11 Overview trainings

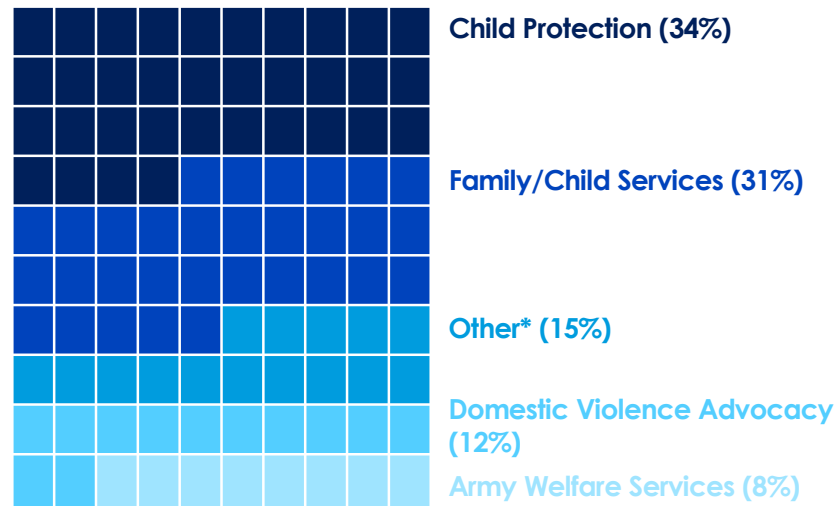
2nd Asia Pacific Conference  
Melbourne, Australia  
254 attendees



# GLOBAL RESULTS FROM 2019 CORE TRAININGS

These are results from trainings delivered across 3 continents. Since most of these trainings were delivered by Certified Trainers, it offers evidence of the efficacy of the Trainer Certification Program in terms of consistency and quality.

## SECTORS OF CORE TRAINING ATTENDEES



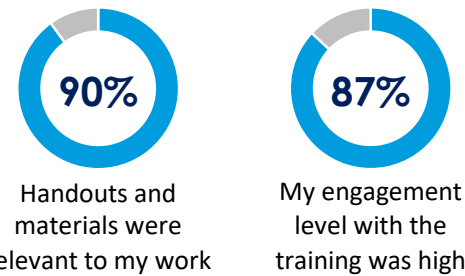
\*Other sectors included Behaviour Change Program, Parole/Probation, Law Enforcement, Substance Abuse Treatment, Mental Health Treatment, Legal

## TEST SCORES

Participants were quizzed at pretest and posttest on their knowledge and skills gained from the CORE training.



## PARTICIPANTS SAID...



## SPECIFIC PRACTICE SKILLS LEARNED IN THE TRAINING

Participants (n=2,318) were asked to identify the specific practice skills they learned during the CORE training, how confident they feel after the training with applying these skills, and if the skills will be helpful to their work.

	PRACTICE SKILLS LEARNED % that 'agree' they learned this skill	WILL IT BE HELPFUL TO THEIR WORK? % that said 'yes'
Assessment of perpetrator patterns of abuse.	95%	89%
Identifying the impact of the perpetrator's patterns of abuse on child and family functioning.	95%	92%
Partnering with the adult survivor.	94%	89%
Identifying the adult survivor's strengths.	96%	91%
Safety planning with the adult survivor.	91%	87%
Developing case plans to intervene with the perpetrator behaviours.	90%	72%
Domestic violence-informed documentation.	95%	90%



[The strength of the training was] the push to have a complete paradigm shift for this particular population who works with victims of various forms of abuse/neglect daily but who have forgotten (or never knew) how to approach cases like this.

-CORE training attendee, Maryland April 2019

It's a game changer when it comes to my own casework. I wish we would have had this training much sooner than now. More people need this training!

-CORE training attendee, Alaska September 2019

I have already seen a change in my practice...I coached a staff about how to gather more information about domestic violence...My coaching was really effective and made a big difference in how we are assessing this case.

-CORE training attendee, Salem, Oregon June 2019



I am really looking forward to applying the Safe & Together Principles into my practice.

- CORE training attendee Ottawa, CA March 2019

A strength of the training was it provided a safe space for trainees to share (even if it was a historic practice that doesn't fit with the Model)—there was no judgment, just guidance.

-CORE training attendee, Winnipeg, CA November 2019



This training has broadened my skill set in a way that gives me hope for individual and social changes which have the potential to reduce trauma, especially adverse childhood experiences. The more people who are trained in this, the better!

-CORE training attendee, Grangemouth Falkirk June 2019

I feel much more prepared to implement this into my practice. It has given me a more inquisitive approach and the confidence to have challenging conversations with the non-abusing parent, the children and the perpetrator.

-CORE training attendee, Grangemouth Falkirk June 2019

I now have the knowledge to ask appropriate questions and understand the kinds of responses I might hear.

-CORE training attendee, MOD, Akrotiri, Cyprus



The training has enabled me to shift my thinking to include perpetrator patterns of coercion and control into my work with survivors. I believe the model will significantly benefit survivors and their families.

-CORE training attendee Brisbane, AU April 2019

A strength of the training is having a framework and language to use across services that keeps perpetrators accountable.

-CORE training attendee Kallangur, QLD October 2019

---

## SAFE & TOGETHER VISION & MISSION

---

### VISION

Continuously refined through years of experience implementing the Model across the United States and other countries, it can help improve competencies and cross-system collaboration.

*The Safe & Together™ Model is an internationally recognized suite of tools and interventions designed to help child welfare professionals become domestic violence-informed.*

This child-centered model derives its name from the concept that children are best served when we can work toward keeping them safe and together with the non-offending parent (the adult domestic violence survivor). The Model provides a framework for partnering with domestic violence survivors and intervening with domestic violence perpetrators in order to enhance the safety and wellbeing of children.

### MISSION

Our mission is to create, nurture and sustain a global network of domestic violence-informed child welfare professionals, communities and systems.



### FACULTY HIGHLIGHT

#### KRISTI BURRE

DIRECTOR, OFFICE OF CHILDREN SERVICES AND TRANSFORMATION, OHIO

"Safe & Together as a cross system collaborative model sets the stage for all areas of our work. Understanding how to work together with other systems is vital to dealing with complex issues, such as the opioid epidemic and the crisis it creates for families and children. Joint ownership over addressing this crisis was critical to moving the needle forward in Ohio. The Safe & Together Model gave me a framework for when mental illness and substance abuse met domestic violence and allowed for cooperative training and a shared and common understanding of how to work together for the best interest of children and families. It isn't rocket science, it's easy to apply and easy to understand."



### FACULTY HIGHLIGHT

#### LISA FLEISCHER

SOCIAL PROGRAM ADMINISTRATOR

"I still remember being trained in the model in 2010 and it just made sense. I had no idea 10 years ago when I was first introduced to the concepts of the model how it would impact my life. Through the opportunities to train in Florida and Alaska, I have been exposed to other professionals who are experiencing the same challenges I was seeing in Ohio. These experiences have not only impacted my professional skills but allowed for some personal life development. Being in the training environment and witnessing the participants grasp the concepts of the model is inspiring. I get a front row seat to watching their evolution of practice and to hear how their language around survivors behaviors goes from being punitive to understanding."

## SAFE & TOGETHER IN ASIA PACIFIC



### 2ND ASIA PACIFIC CONFERENCE

Hosted by Berry Street  
Melbourne, Australia  
February 2019



### OVERVIEW TRAINING

11 Overview trainings  
11 Delivered by certified trainers  
315 Trained by TCP Overview



### TRAINER CERTIFICATION

8 New partner agencies  
20 New trainers in November 2019

3 certified trainers earned a credential to deliver the Supervisor curriculum in January 2019



### CORE TRAINING

49 CORE Trainings  
41 delivered by certified trainers



### SUPERVISOR TRAINING

1 Supervisor training  
10 Supervisors trained

### HIGHLIGHTS

#### Queensland Office of the Child and Family Official Solicitors: Domestic Violence-Informed Practice Training for Lawyers

The Institute developed and delivered two 2-day practice trainings for lawyers in Queensland. This practice training built upon many of the CORE practice areas and cross cutting themes and connected the concepts to the practice of lawyers who make recommendations to the court regarding child safety involved cases including legal aid, best interest lawyers and child protection lawyers.

#### Communities of Practices

Queensland Child Safety funded and held two Communities of Practice (COP). COPs support systems to shift practice, culture and systems in the local context. Participants were selected based on a shared purpose to improve child welfare/domestic violence work as change agents across multi-agency networks. COPs included practitioners from a variety of community sectors such as Child Safety, law enforcement, men's behavior change programs, children's and family service providers. All 48 participants attended a 2-day training and six workshops to support the implementation of the Model into their local practice. Key learnings from the COPs were: The importance of documentation and information sharing; the noticeable absence of fathers in documentation; and a need to engage with fathers in a way that supports accountability for their behaviours and behavior change.



Act for Kids | Family Together Churches of Christ | Community Services Tablelands Inc. Department of Communities | Mercy Community | Relationship Australia



**EMMA SHAW, BERRY STREET:** In 2019, Berry Street created a new role, Project Manager Safe & Together (Emma Shaw), to oversee a coordinated approach to the implementation of The Safe & Together Model across our six regions. Emma, who is our lead Safe & Together trainer, has overseen practice development including the training of over 100 staff in their Specialist Family Violence and Family Services Teams.



**KAREN PISCOPO, ANGLICARE:** Anglicare has recently developed a new role within their organization, Lead Internal Trainer, specifically to oversee the promotion, marketing and delivery of the Safe and Together model to internal staff and external stakeholders. Karen Piscopo is a Certified Trainer through the Trainer Certification Program and also provides mentoring and consultation to Anglicare staff to assist with implement the model in their day to day practice as well as supports the development of Anglicare's additional Safe & Together certified trainers.



Government of South Australia  
Department for Child Protection

**SUCCESS STORY:** As a certified trainer within the Department for Child Protection in South Australia I have been keen to train to the Safe & Together Model as often as I can to support a change towards hopefully becoming a more Domestic Violence informed organisation or at least some teams within that.

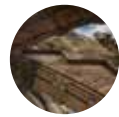
I have been providing the 4 day CORE and was asked by 2 supervisors at the Child Abuse Report Line / Call Centre to provide some in-service training for the 5 teams working there. This was to see if we could generate some change in assessment, language, and use of the perpetrator behaviour pattern based approach in intakes, so that the change happened at the beginning of the workflow for child protection.

While I was providing a 4 day CORE (2 by 2 days) for the regional office at Mount Gambier they had received some intakes which 'were reading like Safe & Together' and we realised that the Call Centre training was already having some momentum in changing practice and process.

The Call Centre staff had embraced the Safe & Together model and were changing from pre-STI documentation to post STI documentation with some customised, targeted in-service training.

As the Safe & Together trainer this has been so exciting and satisfying to experience and has further cemented the STI model in my mind and work practice. Although a strong STI advocate already this has supported my belief that this model should be the practice model embraced throughout the child protection field. Simple work practice changes can change our work with families and children hopefully leading to better outcomes for everyone.

## SAFE & TOGETHER IN EUROPE



### EUROPEAN CONFERENCE

The 1st European Safe & Together Conference was held in Scotland in June 2019.

101 Attended



### OVERVIEW TRAINING

10 Overview trainings

7 Delivered by certified trainers



### CORE TRAINING

33 CORE Trainings

31 Delivered by certified trainers



### TRAINER CERTIFICATION

7 new partner agencies

13 new trainers in December 2019

9 trainers for the Ministry of Defence were trained to deliver 4-day MOD CORE and Safe & Together Model coaching tools

### HIGHLIGHTS

**Inclusion of S&T in Scotland's Programme for Government** - The Scottish Programme for Government has included a commitment to the principles of the Safe & Together Model.

**Expanded Outreach** – expansion of awareness of the Model into other parts of Europe. Attendance and presentations at events in Norway, Ireland and Wales. In addition, CORE training was delivered in several new countries by the MOD including: Germany, Cypress, and Wales.



Clackmannanshire Women's Aid | Forth Valley Accredited Programmes Team | Stirling Council Social Work Services | Caledonian System | London Borough of Hackney | London Borough of Waltham | Safer Places | Standing Together Against Domestic Violence



**INTRODUCING THE UK'S SAFE & TOGETHER LEAD ANNA MITCHELL:** Anna Mitchell's role is to refine the Model locally, to meet the needs of child welfare agencies and their partners across the UK, and to support training, implementation and systems change.



**LAUNCH OF S&T IN LONDON WITH RASHA HAMID:** It includes both CORE training and Trainer Certification. In addition, Rasha Hamid was hired to fill a newly created position, the Safe & Together Implementation Lead. The main goal of this position is to support the development and implementation of the Model locally. Rasha is also participating in the Trainer Certification Program with others from the London boroughs.



## Ministry of Defence

**SUCCESS STORY:** In 2019, the Ministry of Defence trained 9 instructors to deliver CORE training localized for the MOD context. The MOD instructors train professionals from a variety of disciplines including: military police; Unit welfare staff; Chaplains; Social Workers in statutory child protection role and those not in child protective role; midwives and health visitors overseas, and staff from specialist welfare support in RAF and Navy.

These instructors delivered a total of 11 CORE trainings across the UK, Germany and Cypress.

As a result of these efforts, the following are highlights of the impact of their training efforts:

- It prompted several requests from Commanding Officers for enhanced DA training as a result of the support given by AWS.
- AWS also noted successes when referring to children services (CS) using documentation that helped them understand MPH, either resulting in them taking a pattern based approach (and therefore the concerns we had seriously) when they had previously been focusing on the 'incidents' or when the survivor strengths have been made explicit by us in documentation in the context of the perpetrators choices to abuse.
- AWS has mandated that staff use mapping tools in all its DA cases.



## SAFE & TOGETHER IN NORTH AMERICA



### NORTH AMERICA CONFERENCE

The 7th Safe & Together Conference  
Denver, Colorado  
October 2019  
71 Attended



### OVERVIEW TRAINING

4 Overview trainings delivered  
All delivered by certified trainers



### TRAINER CERTIFICATION

10 new partner agencies  
14 new trainers in May 2019.



### CORE TRAINING

15 CORE trainings  
3 Delivered by certified trainers

### HIGHLIGHTS

#### First Trainer Certification Program Cohort Trained May 2019:

14 Trainers from the United States and Canada joined the first Trainer Certification Program cohort in May. These trainers have already delivered three CORE trainings and four Overview trainings.

#### Michigan Justice for Families Friends of the Court Training:

The Institute developed a 2-day training for Friends of the Court in Michigan which included the CORE principles and components and key practice areas connected to the context of custody and parenting time evaluations.

#### Ohio Supreme Court GAL Training:

The Institute developed, in collaboration with the Ohio Supreme Court, an online course for Guardians Ad Litem. Interviewing family members, reviewing court documents, and writing reports requires knowledge of the non-offending parent's action to protect the children as well as the perpetrator's patterns of behaviors and their impact on child and family functioning to inform appropriate intervention strategies. In this 3-hour course offered through the Judicial College, GALs—and interested community partners—gain critical knowledge and skills to recognize the nuances in domestic violence dynamics and implement practices to foster children's safety and well-being.

#### Intervening with Perpetrators Training:

In October, four new trainers were certified and nine existing trainers were re-certified to deliver the 2-day Intervening with Perpetrators training curriculum to child protection workers in New Jersey.



**FLORIDA DEPARTMENT OF CHILDREN AND FAMILIES:** For almost 15 years, the Safe & Together Institute has been partnering with Florida DCF, CLS, CBCs and others including the FCADV to improve outcomes for Florida's families impacted by domestic violence. The Institute's work in Florida is associated with dramatic reductions in out-of-home placements and neglect court filings. In 2019, the state partnered with Safe & Together to create new Florida-specific tools and trainings, which will be introduced in 2020.



**NEW MEXICO CHILDREN, YOUTH & FAMILIES DEPT.:** The Department has demonstrated a deep commitment to becoming domestic violence-informed. The agency is not only seeking to change its own practice across their agency but is encouraging transformation in their partners. Using a large e-learning component, trainer certification and support for training of key partners like domestic violence advocates, NM CYFD is making major efforts to change outcomes for adult and child survivors. The effort includes coaching to help implementation and integration with Safety Organized Practice.



**SUCCESS STORY:** After completing the Safe & Together training, a Foster Care worker and her supervisor arranged to visit a mom who was in an abusive relationship with a very controlling man. His abusive behavior had ultimately led to the children being removed from the mother in June 2016. When they arrived, the mom was yelling and swearing at them and saying that she was a terrible worker. The supervisor acknowledged that the mom was in a very difficult position and they are aware that her partner controls and monitors most everything she does.

The mother remained extremely defensive and stated she was not comfortable telling the worker or supervisor anything because she did not trust them. They then asked the mother to describe the efforts she had been making to keep her children safe before they were removed. She stated that she always apologized to her partner repeatedly. This would sometimes calm him down. The mother described that she would often have her boyfriend "cool down" in the bedroom. She would call her ex-husband to have him pick up the children if she felt that the boyfriend would continue to escalate.

The supervisor then stated, "Wow! So you had been doing several things to try to protect your children from his behavior." The supervisor said you could see the life breathed back into the mother. Her entire attitude changed. For the next two hours she spoke freely about what her life has been like and all the ways she had been attempting to shield her children from the abuser. The mother also went into great lengths to describe what she was currently doing to keep herself safe from him even though they were still in a relationship. She had already come up with a detailed plan to leave her boyfriend within the next month or so. The mother stated this was the first time that she felt that anyone understood what she was experiencing. The foster care worker and supervisor reinforced that they wanted to partner with her and help her anyway that they could. As the foster care worker and supervisor were leaving, the mother began to cry and her body shook. She hugged both of them and she thanked them for listening to her. She stated, "I feel really good right now. I finally have hope."



---

## SAFE & TOGETHER CONFERENCES

---



### Safe & Together Model Asia Pacific Conference

Centered in Melbourne, Australia — and partnered with Berry Street — the Asia Pacific Conference brings together practitioners from Australia, New Zealand, Singapore and more.



### Safe & Together Model European Conference

Used by practitioners, agencies and communities across the globe, the Model has been adopted in the United Kingdom by local authorities, the Ministry of Defence and non-governmental agencies.



### Safe & Together Model North America Conference

Our longest-running conference, the North American event brings experts from multiple fields to present various aspects of domestic violence research, impact and intersections.

---

## CONFERENCE GUEST HIGHLIGHT LUKE & RYAN HART

---



On July 19, 2016, Claire and Charlotte Hart were murdered in broad daylight, by the family's father using a sawn-off shotgun. He then committed suicide. Luke and Ryan Hart, the two surviving sons, now openly share their story to raise awareness of coercive and controlling behavior. So far, they have trained police officers, police community support officers, NHS personnel and legal professionals in the Crown Prosecution Service. They are White Ribbon Ambassadors and Refuge Champions speaking out against male violence toward women and children. They have released their book *Operation Lighthouse*, telling their story and challenging myths and stereotypes surrounding domestic abuse and coercive control. *(Photo credit: Priya Dabasia, Super Being Labs)*

---

## INTRODUCING OUR NEW EVENTS COORDINATOR AMY COOK

---



Amy began her career in Human Services and Education. She was a juvenile justice care worker for the Massachusetts Department of Youth Services (DYS), then a special educator for students with severe disabilities. In both positions, Amy seemed to gravitate toward working in the event realm.

---

## SAFE & TOGETHER CHAMPION AWARDS

---



Safe & Together Institute's mission is to create a global network of domestic violence-informed professionals, agencies and communities. In order to encourage and celebrate the hard work that so many are doing around the globe to implement and promote the Safe & Together Model, we have created the Champions Award.

The Safe & Together Champions Awards are given to individuals who have demonstrated excellence in the application of the Safe & Together Model tools and practice to their individual case practice, and to individuals who have demonstrated excellence in the implementation of the Safe & Together Model to move their organization and system toward more domestic violence-informed policy and practices. The two categories are:

- **Champion Award for Excellence in Systems Change**
- **Champion Award for Excellence in Case Practice**

---

## 1ST SAFE & TOGETHER CHAMPION FOR NORTH AMERICA JENNIFER SOSNIAK

---

Jennifer Sosniak became familiar with the Safe & Together Model via our CORE training in 2015. Her 'a-ha' moment first came as a survivor where the Model, and its clear language of Partnering, helped her to realize that she was living in coercive control. This realization and the tools she acquired in training helped her to heal and move forward both personally and professionally.

Jennifer's experience as a case worker solidified in her that using the Mapping Tool is vital to giving a full and complete account of domestic violence and its impacts on family ecology and child welfare. The Safe & Together Mapping Tool and the Critical Components have given her a concrete container to assess and gather vital information for survivor and child safety. She often repeats in her training of other screeners, "The judge will know what the judge sees," emphasizing the importance of information gathering and mapping perpetrator patterns using the Safe & Together Model.

Jennifer says that the Model has been empowering to her as a survivor as well as a worker. Safe & Together Institute celebrates Jennifer Sosniak as a Champion of the Safe & Together Model, as a Champion of victims, survivors and children.

Learn more about the awards at [safeandtogetherinstitute.com/community/championship-awards/](https://safeandtogetherinstitute.com/community/championship-awards/)

## SAFE & TOGETHER TRAINER CERTIFICATION PROGRAM

### 2019: THE YEAR OF IMPACT



Safe & Together's mission reflects the creation of a global network of domestic violence informed systems that work to keep our children safe and together with the non-offending parent. There are many ways in which this mission is supported, but here, the focus is on the Trainer Certification Program (TCP). In 2019, the TCP has seen an amazing year of DV-informed growth, both in reference to the impact of the individual practices of our certified trainers and the wider influence of our partner agencies.



*In 2019, we added 59 new Certified Trainers globally making this year the most expansive yet. The Safe & Together community now encompasses 44 Partner Agencies and 158 Certified Trainers worldwide. Imagine, if each Certified Trainer trained 80 professionals in one year (that equates to 2 CORE trainings), and each of these professionals had a highly conservative case load of 10 families. The impact is barely fathomable – 126,400 families and nearly a quarter of a million children positively affected by the work YOU are doing.*

In 2020, we will continue our global reach by offering the Trainer Certification Program in Australia, United Kingdom and in North America. This year will also bring new opportunities to advance your Certification through our upcoming Credentialing Programs.

At Safe & Together, we fully understand that our Partner Agencies are key drivers of our mission, and, we are excited to share that our TCP focus in 2020 will be to support Partner Agencies striving to become DV-proficient. We have heard your requests for support, whether in the form of materials, localisation, organizational assessment, or implementation and are developing pathways for your growth. In coming months, keep an eye out for Health Check, our free online tool for gauging agency strengths and potential areas of growth in becoming more DV-informed.

We believe that 2020 holds the promise of greater outreach and global impact. We have such gratitude for the work you do – your countless hours and your courage to look at the world through a different lens. You are making a difference.

Shelly Napoletano Flynn  
Trainer Certification Program Coordinator

## SAFE & TOGETHER E-LEARNING

### *In 2019, approximately 21,000 e-courses were purchased.*

Developed in conjunction with Kempe Innovative Design, a leader in online learning for child welfare audiences, Safe & Together Institute E-Courses bring the Safe & Together™ Model to you anytime, anywhere. Using reality-based scenarios and interactive practice activities, e-courses are designed to be “standalone” or as part of a wider implementation of domestic violence-informed systems



#### **Safe & Together: An Introduction to the Model**

This course provides an introduction to the internationally recognized Safe and Together™ Model. It is a set of concepts, tools, and practices to improve how agencies, communities, and individuals respond to domestic violence where children are involved.



#### **Multiple Pathways to Harm: A Comprehensive Assessment Framework**

This course provides an introduction to the Safe & Together Model's “Multiple Pathways to Harm” assessment and critical thinking framework. The Safe & Together Model is an internationally recognized approach to working with families with children where domestic violence is present.



#### **Working with Men as Parents: Fathers' Parenting Choices Matter**

Working with men requires being able to understand male parental development and how men's choices and behaviors impact child and family functioning. It involves understanding how to use this information to engage men and to develop meaningful child and family-focused interventions.



#### **Intersections: When Domestic Violence Perpetration, Substance Abuse, and Mental Health Meet**

Many families impacted by domestic violence perpetrators' behaviors have multiple, complex, intersecting issues. In the past, we might have referred to these as co-occurring issues. But the language of co-occurrence often doesn't provide us with a sense of how these issues interact.



#### **COMING SOON! Partnering with Adult Survivors**

Domestic violence survivors and helping professionals share the common goals for the abuse to stop and for the children to thrive. In this course, we describe a step-by-step process for partnering with adult survivors when children are involved.

## SAFE & TOGETHER NEW PRODUCTS & TRAININGS



**SUPERVISOR TRAINING.** In this updated, in-person training, supervisors and managers learn key skills to help their workers apply a perpetrator pattern-based approach to casework. The training is organized into three critical supervisory skills:

1. Assessing and supporting the quality of their workers' practice
2. Decision making and worker guidance
3. Managing worker safety

For more information, contact [shellynapoletanoflynn@safeandtogetherinstitute.com](mailto:shellynapoletanoflynn@safeandtogetherinstitute.com)

**WORKER SAFETY WHITE PAPER & PALM CARD.** Addressing workers' emotional and physical safety concerns must be at the forefront of efforts for child welfare agencies that want to become domestic violence-informed. From the inception of the Safe & Together Model's perpetrator pattern-based approach, worker safety has always been part of the approach, and currently, worker safety is one of the main topics covered in our Supervisor Training. For more information, contact [kaystevenson@safeandtogetherinstitute.com](mailto:kaystevenson@safeandtogetherinstitute.com)



**Supervisor Training Curriculum Credential.** In January 2019, three certified trainers in Australia were credentialed to deliver our new 2-day and 3-day Supervisor Training.

In 2020, we will be offering this credential opportunity to certified trainers in an online format. For more information, contact [shellynapoletanoflynn@safeandtogetherinstitute.com](mailto:shellynapoletanoflynn@safeandtogetherinstitute.com)



### DOMESTIC VIOLENCE-INFORMED ORGANIZATIONAL ASSESSMENT.

All child welfare systems fall on the Continuum of Domestic Violence Practice (CODVP) from "domestic violence-destructive" to "domestic violence-proficient." The purpose of this assessment process is to help child welfare agencies assess where they fall on the CODVP. Using a series of questions focused on both policy and day-to-day practice, the process covers a number of areas including universal screening, high standards for fathers, survivors' protective efforts, services, data collection and more. The assessment provides child welfare agencies with baseline information about their organization's domestic violence proficiency, and can lead to recommendations that inform organizational needs, planning and implementation around training, practice guidelines, policies, protocols, and supervisory practices. For more information, contact [kylepinto@safeandtogetherinstitute.com](mailto:kylepinto@safeandtogetherinstitute.com)

**PODCAST: PARTNERED WITH A SURVIVOR.** In our new podcast, S&T's Executive Director and Founder, David Mandel and Ruth Stearns Mandel offer a raw and intimate glimpse into their personal and professional partnership and what it means to truly partner with a survivor, raise a family based on S&T principles and engage in social change at every level. This is a podcast for practitioners and parents, partners and employers, coworkers and friends – and anyone else who may want clarity, understanding, hope and healing. You can listen to the episodes on most major podcast apps like Google, Spotify, iTunes, SoundHound and BuzzSprout. For more information, contact [ruthstearns@safeandtogetherinstitute.com](mailto:ruthstearns@safeandtogetherinstitute.com)



**COMPANION DOCUMENTS.** Companion documents to support implementation of e-course concepts into day-to-day practice were developed and are being piloted in Singapore and New Mexico. Companion documents can be personalized to your agency with the following three components:

- Bridging content to support reflection on how the e-learning content relates to a current practice model or approach used locally.
- Localization material to bring the e-learning content to the local context in order to support better application of the skills and knowledge gained from the course.
- Application material focuses on specific functions and roles of different professional disciplines. This is about applying the e-learning content to discipline specific skills.

For more information, contact [brittanydibella@safeandtogetherinstitute.com](mailto:brittanydibella@safeandtogetherinstitute.com)

---

## MEET THE STAFF WHO TO REACH

---



**David Mandel, MA, LPC**  
Executive Director



**Heidi Rankin, MPA**  
Associate Director



**Kyle Pinto, MSW**  
Associate Director



**Brittany DiBella, MSW, DVS**  
Resource Development  
Specialist



**Anna Mitchell**  
Safe & Together  
United Kingdom Lead



**Ruth Stearns**  
Communications and  
E-Learning Manager



**Shelly Napoletano  
Flynn, MSW**  
Project Coordinator



**Amy Cook, BA**  
Event Coordinator



### CONTACT US

P.O. Box 745  
Canton, CT 06019

**Phone**  
1.860.319.0966

**Social**  
@SafeandTogether

**Email**  
[connect@SafeandTogetherInstitute.com](mailto:connect@SafeandTogetherInstitute.com)

**Website**  
[SafeandTogetherInstitute.com](http://SafeandTogetherInstitute.com)